

WATER UTILITIES DEPARTMENT SKILL BASED PAY PLAN

Utility Services Section: Skill Based Pay Plan													
Job Title	Job Code	Core Range	Range Minimum	Limit of Annual Merit Pay Progression	Fire Hydrant Repair (SU1)	TV Truck Operation A (SU7) *	TV Truck Operation B (SU3) *	Heavy Equipment Operation (SU4)	Cleaning Truck Operation (SU5)	Customer Response (SU6)	Skill Based Pay Max	Maximum amount of "at risk" team pay (2.5% of total pay)	New Maximum with "at risk" team pay
Utility Services Technician I	8285	11	\$26,910	\$36,319	N/E	N/E	N/E	N/E	N/E	N/E	N/E	\$908	\$37,227
Hourly Rate			\$12.938	\$17.461	N/E	N/E	N/E	N/E	N/E	N/E	N/E		
Utility Services Technician II	8286	17	\$31,203	\$36,659	\$2,180.00	\$1,776.45	\$1,776.45	\$3,469.69	\$3,052.46	\$3,052.46	\$51,967	\$1,299	\$53,266
Hourly Rate			\$15.001	\$17.625	\$1.048	\$0.854	\$0.854	\$1.669	\$1.468	\$1.468	\$24.984		
Utility Services Team Leader	8289	27	\$39,947	\$53,924	N/E	N/E	N/E	N/E	N/E	N/E	N/E	\$1,348	\$55,272
Hourly Rate			\$19.205	\$25.925	N/E	N/E	N/E	N/E	N/E	N/E	N/E		

Water Quality Section: Skill Based Pay Plan													
Job Title	Job Code	Core Range	Range Minimum	Limit of Annual Merit Pay Progression	Electrical (SW1)	Instr. and Control (SW2)	Mechanical (SW3)	Water Plant Operation (SW4)	Reclamation Plant Operation (SW5)		Skill Based Pay Max	Maximum amount of "at risk" team pay (2.5% of total pay)	New Maximum with "at risk" team pay
Plant Ops & Maintenance Trainee+	8246	15	\$29,699	\$40,083	N/E	N/E	N/E	N/E	N/E		N/E	\$1,002	\$41,085
Hourly Rate			\$14.278	\$19.271	N/E	N/E	N/E	N/E	N/E		N/E		
Plant Mechanic	8248	22	\$35,307	\$41,484	\$3,599.85	\$3,599.85	\$0.00	\$3,786.05	\$3,786.05		\$56,256	\$1,406	\$57,662
Hourly Rate			\$16.975	\$19.944	\$1.731	\$1.731	\$0.000	\$1.820	\$1.820		\$27.046		
**Plant Operator (Water Plant)	8247	23	\$36,199	\$42,529	\$3,599.85	\$3,599.85	\$3,005.79	\$0.00	\$3,786.05		\$56,521	\$1,413	\$57,934
Hourly Rate			\$17.403	\$20.447	\$1.731	\$1.731	\$1.445	\$0.000	\$1.820		\$27.173		
**Plant Operator (Reclamation Plant)	8247	23	\$36,199	\$42,529	\$3,599.85	\$3,599.85	\$3,005.79	\$3,786.05	\$0.00		\$56,521	\$1,413	\$57,934
Hourly Rate			\$17.403	\$20.447	\$1.731	\$1.731	\$1.445	\$1.820	\$0.000		\$27.173		
Plant Electrician	8421	26	\$38,972	\$45,790	\$0.00	\$3,599.85	\$3,005.79	\$3,786.05	\$3,786.05		\$59,968	\$1,499	\$61,467
Hourly Rate			\$18.737	\$22.014	\$0.000	\$1.731	\$1.445	\$1.820	\$1.820		\$28.831		
Instrumentation and Control Technician	8249	27	\$39,947	\$46,939	\$3,599.85	\$0.00	\$3,005.79	\$3,786.05	\$3,786.05		\$61,117	\$1,528	\$62,645
Hourly Rate			\$19.205	\$22.567	\$1.731	\$0.000	\$1.445	\$1.820	\$1.820		\$29.383		
Plant Team Leader	8250	36	\$49,888	\$67,352	N/E	N/E	N/E	N/E	N/E		N/E	\$1,684	\$69,036
Hourly Rate			\$23.985	\$32.381	N/E	N/E	N/E	N/E	N/E		N/E		

N/E = Not Eligible for Skill Based Pay (SBP)

*TV Truck A & B are two halves of one skill block opportunity.

** This is the same job classification... separated to show the two tracks possible within that classification.